

Winfield-Mt. Union CSD

Winfield-Mt. Union EA

7/1/2005 6/30/2008

2006-2008 Master Contract

MASTER CONTRACT

Between

WINFIELD-MT. UNION COMMUNITY SCHOOL BOARD

And the

WINFIELD-MT. UNION EDUCATION ASSOCIATION

In compliance with

THE IOWA PUBLIC EMPLOYMENT RELATIONS ACT

PREAMBLE

The Board of Directors of the Winfield-Mt. Union Community School District in the counties of Henry, Des Moines, Louisa, and Washington, State of Iowa, hereinafter referred to as the Board and the Winfield-Mt. Union Education Association, hereinafter referred to as the Association, agree as follows:

ARTICLE A.

RECOGNITION

The Board recognizes the Winfield-Mt. Union Education Association, an affiliate of the Iowa State Education Association and the National Education Association, as exclusive and sole negotiating agent for the personnel as set forth in the PERB certification. This unit includes classroom teachers, Title-I teachers and guidance counselor. Excluded are athletic director, superintendent, principals, administrative secretaries, teacher aides, custodians, bus drivers, cooks, employees paid totally by grants, and all others excluded by the Public Employees Relations Act.

ARTICLE B.

PROCEDURE FOR NEGOTIATIONS

The Board and the Association shall meet for the purpose of negotiating and seeking agreement. Requests from the Association for negotiation meetings shall be made in writing to the President of the Board or his/her designated representative. Request from the Board shall be made in writing to the President of the Association or his/her designated representative.

The Board will furnish the Association, on request, information concerning the financial condition of the school. Reasonable requests for readily available and pertinent information needed for negotiable items or the process of grievances will be granted. Nothing herein

shall require the Administrative Staff or Board Secretary to research and assemble information.

ARTICLE C.

MANAGEMENT RIGHTS

It is expressly understood and agreed that all functions, rights, powers, or authority granted to or inhering in the Administration of the School District by law or custom are retained by the Board. Provided that none of the clauses in this agreement in any way abrogate, or diminish the above mentioned rights and authority of the Board, the Board shall not exercise its rights so as to violate any of the specific provisions of this agreement.

ARTICLE D.

ASSOCIATION RIGHTS

The Association shall have the right to hold a reasonable number of meetings on school district property after regular school hours provided such meetings in no way interfere with any aspect of the instructional program. Any out-of-pocket expense to the district resulting from such meetings will be borne by the Association. As appropriate, such meetings will be scheduled with the district office or the local school.

ARTICLE E.

GRIEVANCE PROCEDURE

I. A grievance is a claim by a teacher that there has been an alleged violation of this agreement. The grievant may meet and adjust individual complaints with the administration. The failure of the grievant to act on any grievance within the prescribed time limits will act as bar to any further appeal. The time limits, however, may be extended by mutual agreement.

II. If a teacher believes there is a basis for a grievance, he/she shall first discuss the alleged grievance with his/her principal within fifteen (15) workdays of its occurrence.

III. If as a result of the informal discussion with the principal, a grievance still exists, the following formal grievance procedure may be invoked.

The grievant shall submit to the principal a written copy of the grievance within five (5) workdays of the informal discussion. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the grievance, and shall state the remedy requested. If the grievance involves more than one school building a duplicate copy shall be filed with the superintendent. The principal shall meet with the grievant, at a mutually agreeable time within five (5) workdays, in an effort to resolve the grievance. The principal shall indicate the disposition of the grievance in writing within ten (10) workdays after such meeting, and shall furnish a copy to the grievant and the association president.

IV. If the grievant and Association are not satisfied with the disposition of the grievance, the grievance must be submitted to the superintendent within five (5) workdays. Within ten

(10) workdays after such written grievance is filed, the superintendent shall meet with the grievant and shall indicate the disposition of the grievance in writing within ten (10) workdays of such meeting.

V. If the grievant and the Association are not satisfied with the disposition of the grievance made by the superintendent, the Association may submit, in writing, a notification on behalf of the Association and the grievant, to the superintendent within thirty (30) days of his/her disposition of the grievance, to enter into arbitration. If the parties cannot agree as to the arbitrator within seven (7) work days from the notification that arbitration will be pursued, the Public Employment Relation Board will be requested to provide a panel of five (5) arbitrators. If the Public Employment Relation Board refuses to appoint arbitrators, then the American Arbitration Association will be requested to provide a panel of five (5) arbitrators. The parties shall determine by lot which party shall have the right to remove the first name from the list. Each of the two parties will alternately strike one name at a time until only one shall remain. The remaining name shall be the arbitrator. No party shall be permitted to assert in such arbitration proceeding any ground or rely on any evidence not previously disclosed to the other party. The decision of the arbitrator will be binding on the parties. The arbitrator shall be strictly limited to deciding only the issues presented to him/her in writing by the School District or the grievant.

VI. The association shall be provided information on the resolution of all grievances whether settled formally or informally. Information will be limited to the part of the contract grieved and the resolution of the grievance

The Board and grievant shall share equally the fees and expenses of the arbitrator.

ARTICLE F.

EMPLOYEE EVALUATIONS

I. All classroom teaching performance of probationary teachers (years 1 and 2) shall receive one summative evaluation per semester and at other times as requested by the building principal or the teacher. All tenured teachers shall receive a summative evaluation as indicated below and at other times as requested by the building principal or the teacher:

One each during year 3, 5, 7, 9, 12, 15, 18, 21, 24, 27, 30...in the Winfield-Mt. Union Community School.

All tenured teachers shall receive a formative evaluation as indicated below:

One each during year 4, 6, 8, 11, 14, 17, 20, 23, 26, 29, 32...in the Winfield-Mt. Union Community School.

Tenured teachers will not be evaluated during year 10, 13, 16, 19, 22, 25, 28, 31...in the Winfield-Mt. Union Community School unless requested by the building principal or the teacher.

II. Classroom employees will be evaluated using the State of Iowa Standards. These standards include the following areas: 1) ability to enhance academic performance; 2) competence in content knowledge appropriate to position; 3) competence in planning and preparation; 4) instructional strategies that meet multiple learning needs; 5) uses variety of methods to monitor student learning; 6) demonstrates competent classroom management; 7) engages in professional growth; 8) fulfills professional responsibilities established by the district. Evaluations conducted pursuant to this article shall not be subject to grievance except as they may be relevant at the time of the application of staff reduction procedures, discipline, or discharge.

III. During preschool workshop, a member of the administration staff shall acquaint each teacher with the evaluation procedures to be observed. At this time a copy of the evaluation form will be given each teacher.

IV. Results of the formal classroom observations shall be in writing, and dated, with a copy to be given to the teacher, and shall be preceded by an in-class observation of the teacher's performance.

V. The evaluator shall have a meeting with the teacher within ten (10) workdays following the formal classroom observation and prior to submission of the written evaluation report to the superintendent.

VI. The teacher shall have the right to submit an explanation or other written statement regarding any evaluation for inclusion, with the evaluation, in his/her personal file.

VII. Teachers may be evaluated in the supervision of students during the regular school day. Other areas subject to informal evaluation are the performance of assigned and professional duties outside the classroom. Within four (4) weeks after the beginning of each school year a member of the administrative staff shall acquaint teachers in writing with the procedures to be used for such evaluation.

ARTICLE G. EXPENSES OF TRAVELING EMPLOYEES

Employees who are required to teach in more than one building will be paid thirty cents (.30) per mile for driving between arrival at the first location and the last location at the end of the school day.

Employees will be furnished a school car or paid thirty cents (.30) a mile for attending professional meetings. Advance approval by the Superintendent is required and a school car shall be used when available.

162 ARTICLE H. REDUCTION OR REALIGNMENT OF STAFF (See Exhibit #2)

163
164 If the Administration determines that staff must be reduced, the Administration shall give
165 written notice to each employee who may be affected by reduction or realignment no later
166 than April 15, preceding each school year, before implementing such reduction.

167 The Administration shall determine the subject areas in grades 7-12 and the number of
168 positions in the elementary school in which reduction will be made and the number of
169 positions affected.

170 The order of reduction of teachers for the remaining position as determined by the
171 Administration shall be based on equal consideration of qualifications, performance record
172 and length of service of the teachers.

173 An order of reduction list will be created based on the three criteria listed above and made
174 available to certified staff at pre-school workshops and year-end review. This list will be
175 furnished with the understanding that it is subject to change based on the performance
176 component or with a change in qualifications or seniority.

177 The order of reduction is not subject to the grievance procedure.

178
179 ARTICLE I. NOTICE OF VACANCIES

180
181 All new and established openings that occur during the school year and for the following
182 year will be posted in administration offices and room #134.

183
184 ARTICLE J. RECALL RIGHTS

185
186 Teachers terminated by the reduction policy will automatically be recalled for any
187 position for which the teacher is certified or qualified if an annual letter of recall is on file
188 in the superintendent's office on March 1 of each school year.

189
190 ARTICLE K. LEAVES

191
192 I. SICK LEAVE:

193
194 a. School employees will be granted fifteen (15) days sick leave for the first year in the
195 school system and fifteen (15) days each year thereafter.

196 b. Any unused days of sick leave in any one year shall be credited for use in subsequent
197 years with a maximum of one hundred twenty (120) days accumulated.

198 c. A maximum of three (3) days will be allowed for illness in the immediate family per
199 year. Three (3) additional days may be used from the individual's sick leave for illness in the

immediate family. Three additional family sick leave days will be allowed with the cost of a substitute to be paid by the employee. Immediate family is defined as a mother, father, brother, sister, child, or spouse.

d. The Board may require a doctor's statement as proof of illness, if there is a question of actual illness. The district will cover co-insurance or deductible for the first incidence of requesting verification. The employee will be responsible for **all** costs associated with subsequent requests.

II. BEREAVEMENT LEAVE

In addition to the sick leave, a leave of not more than five (5) days on full pay will be granted in case of a death in the immediate family of the teacher: said immediate family being limited to the following relatives: parents, child, wife, husband, grandchild. Three (3) days will be allowed for brother, sister, mother-in-law, father-in-law, grandparent or grandparent-in-law, or any member of the household of the teacher.

Two additional days of leave may be granted in case of a death of a person outside the immediate family of a faculty member. The cost of the substitute for these two additional days is to be paid by the faculty member.

III. PERSONAL LEAVE:

All full time personnel shall be granted not more than two (2) days personal leave during each school year. Teachers have the option of carrying one day over into the following contract year. No more than three days will be allowed in any one year.

Request for personal leave shall be made three (3) days in advance in writing to the superintendent. In case of an emergency, permission for such leave may be sought in person or by telephone with the written statement presented to the superintendent upon the teacher's return.

Such leaves shall not be used for the first five student days at the beginning or last ten student days at the end of the school year without administrative approval. Personal leave shall not be granted the first day after a holiday or vacation period and the teacher is responsible for securing the substitute for personal day used one day before a holiday if approved by building administrator. Principal has right to deny leave. The district agrees to pay teachers sub pay for unused personal days, up to 2 days per year. Teachers must submit a written request for said benefit by June 10 of the current year.

238 IV. ASSOCIATION LEAVE:

239
240 Delegate to Delegate Assembly will be granted two (2) days. Association will pay cost of
241 substitute.
242

243 V. PROFESSIONAL LEAVE:

244
245 Professional leave shall be limited to three (3) days per year unless additional days are
246 requested by Administration. All professional leave days must be approved by the Building
247 Principal.
248

249 VI. MATERNITY LEAVE:

250
251 Leave for maternity shall be considered sick leave and shall be at the discretion of the
252 employee's physician. In case of absence for a female employee for maternity, sick leave
253 provisions will apply.
254

255 VII. EDUCATIONAL IMPROVEMENT LEAVE

256
257 An employee may be granted up to one (1) full year's leave of absence for study deemed of
258 value to the district. The leave will be without pay, and the employee will not be credited
259 with advancement on the salary schedule. Criteria will include the following:

- 260 a. Only one person each year may be granted Educational Leave.
261
262 b. Employees requesting leave must submit requests in writing
263
264 c. Approval will be contingent upon hiring a replacement that is acceptable to the Board.
265
266 d. The employee making the request must have served in the district five consecutive years.
267
268 e. Educational Leave may be granted at sole discretion of the Board.
269
270 f. Granting or withholding of educational leave shall not be subject to the grievance
271 procedure.
272
273
274
275

ARTICLE L.

WAGES AND SALARIES

I. PLACEMENT ON SALARY SCHEDULE: Schedule A

All teachers shall be placed at their appropriate contractual step on the salary schedule except that the teachers now being paid above their appropriate level may remain above. If a position vacancy presents a problem because of shortage in that field, the Board reserves the right, to fill that vacancy by hiring above schedule.

II. CREDIT FOR EXPERIENCE:

The Board may allow up to ten (10) years credit on the salary schedule for previous experience, providing the previous experience has been within the last fifteen (15) years.

III. EDUCATIONAL LANES:

Employees on the regular salary schedule who move from one educational lane to a higher educational lane shall move to the corresponding eligible step on the higher lane. For an employee to advance from one educational lane to another, he/she shall file suitable evidence of additional educational credit with the superintendent no later than ten (10) days after the beginning of the academic year. Courses must be graduate level or recertification hours.

IV. METHOD OF PAYMENT

Each employee shall be paid in 9 or 12 equal installments on the 20th of each month, except the last installment will not be paid until the employee has completed all year end reports and activities as approved by the principal. Employees shall receive their check at their regular building and on regular school days.

When a pay date falls on or during a school holiday, vacation or weekend, employees shall receive their paychecks on the last previous working day. Summer checks, other than for summer school teachers, will be mailed to the address designated by the employee.

Employees who are new in the teaching profession may at their option, by the first day of classes, elect to receive 50% of their first monthly installment after the completion of the first ten (10) work days of employment. The balance of the contracted salary shall be prorated over the remaining pay periods.

V. EXTRA ASSIGNMENT AND EXTENDED CONTRACT RATE:

The salary schedule A is based on up to 194 contract days. These days will include up to 180 student/teacher contact days, up to 10 staff development days, and up to 4 paid holidays. Any days beyond the stated contract days shall be paid at a teacher's per diem rate.

Teachers serving as substitutes for other teachers in academic classes will be give overload compensation time to be used at the teacher's discretion within the personal leave guidelines of the master contract and established criteria.

VI. CAREER INCREMENT:

Those employees at the highest incremental step (maximum salary) in educational lanes BA+20, MA, MA+10, MA+20, MA+30 for more than one year will receive an annual longevity payment of three (3) percent of the base salary, which shall begin with the second year on the highest incremental step of that lane.

VII. INCENTIVE PAY

\$13,900 will be put into an incentive pay pool. Certified staff may earn points based on a distribution table that will be determined yearly. Points earned will be totaled and money will be prorated based on points earned.

VIII. STATE TEACHER COMPENSATION PAY:

The Winfield-Mt. Union School District will use the Teacher Compensation money from the state to increase the salary(ies) for the first and second year teachers up to the state required minimums. Any unspent money shall be distributed equally among employees covered by this contract.

ARTICLE M.

SUPPLEMENTAL PAY

EXTRACURRICULAR ACTIVITIES: Schedule B

The Board and the Association agree that extracurricular activities listed in the attached schedule are a part of the total school program and as such are official school-sponsored activities covered by school insurance.

The Board may, after exhausting all other possible means, assign teachers to extracurricular activities subject to compensation per schedule, if it is necessary to maintain an extracurricular activity.

Method of Payment: Employees participating in extracurricular activities shown on Schedule B shall be compensated according to the rate of pay as shown on Schedule B. The employee shall be paid in 9 or 12 equal installments on the 20th of each month. If the employee desires an alternative payment schedule, this may be worked out with the Business Manager/Board Secretary.

ARTICLE N. INSURANCE

I. HEALTH AND MAJOR MEDICAL:

The Board will offer a group insurance program. Staff participating in the cafeteria plan may choose health or major medical as they deem necessary. All employees must purchase a single plan or show evidence of major medical insurance. The district will contribute \$4200 for full-time staff for single health insurance, \$5400 for family, or \$2400 for a qualified annuity plan in FY 06, 07, and 08. Part time employees will be prorated.

II. DISABILITY:

The Board shall pay for each employee a long term disability insurance program which provides sixty percent (60%) coverage of annual income. Insurance for part time employees will be paid in proportion to the time worked.

III. LIABILITY INSURANCE:

The board will provide automobile liability insurance protection for employees of the district who use their personal automobile for transportation of students in school business. Employees must have advance approval by the administration for transportation of students in their personal automobile.

This insurance shall apply only as excess insurance and it is agreed that:

a. Any employee of the named insured with respect to a non-owned automobile but only while such automobile is being used in the business of the named insured.

b. This insurance shall apply only as excess insurance and it is agreed that:

(1) each employee of the named insured shall maintain underlying automobile liability insurance and

(2) it shall be deemed that the limits of such underlying insurance shall be (a) the actual limits of such insurance or (b) the following minimum limits, whichever are greater:

Automobile Liability

If the underlying insurance has dual limits:

Bodily Injury Liability - \$100,000 each person

\$300,000 each occurrence

Property Damage Liability - \$10,000 each person

If the underlying insurance has a Combined Single Limit:

Combined Single Limit - \$300,000 each occurrence

Failure of any employee of the named insured to comply with the foregoing shall not invalidate this policy, but in the event of such failure, the Company shall be liable only to the extent that it would have been liable had such employee complied therewith.

IV. DENTAL INSURANCE:

The 94-95 contract language has been amended to include Dental premium in the dollar allowance in Article N.

V. LIFE INSURANCE:

The Board will provide a \$25,000 term life insurance policy for each individual employee. Insurance for part time employees will be paid in proportion to the time worked.

ARTICLE O.

DUES DEDUCTION

The Association agrees to hold harmless the Board, each individual Board member, and all administrators and secretaries against any and all claims, cost, suits or other forms of liability and all costs arising out of the application of the provisions in the agreement between the parties for dues deduction.

Any employee who is a member of the Association may sign and deliver to the Board an assignment authorizing payroll deduction of professional dues on a form provided by the Association. The deductions for each assignment shall be in equal amount, commencing in October and ending in June, with one deduction per pay check. Assignment for payroll deductions shall be made to the Board Secretary by September 30 or 30 days after date of employment, to allow ample time prior to the first paycheck.

It is the responsibility of the Association to inform its members of the dues deduction system in use.

Any employee who terminates employment prior to the close of the school year shall provide verification to the Board, from the Association, that dues obligations are settled. The total amount of monthly dues deduction shall be paid to the Association treasurer within fifteen (15) days after the employees receive their first checks.

ARTICLE P.

PHYSICAL EXAMINATIONS

Each employee will be paid up to \$50.00 for a physical that is required every three (3) years. A completed physical form and a doctor's receipt must be submitted before payment will be made.

ARTICLE Q.

HOURS OF WORK

Teachers will maintain a schedule that adequately covers their teaching day. Teachers will arrange their hours at school to ensure that students, staff, and families have opportunities to meet with the teacher outside of the student day.

Teachers agree to attend regularly scheduled inservice meetings, curriculum meetings, building meetings, and special education staffings. Teacher's attendance will only be required for one hour outside of their normal work day.

This clause does not apply to extracurricular activities.

ARTICLE R.

PREPARATION PERIOD

All classroom employees shall have reasonable daily preparation time.

ARTICLE S.

DELAYED START OR EARLY DISMISSAL

In the event that the start of school is delayed or dismissal is earlier, because of weather, teachers shall be required to be at school no earlier than 10 minutes before pupils arrive and stay no longer than 5 minutes after pupils are dismissed. Provided, however, that for good cause the Superintendent may require the teachers to arrive earlier or stay later up to the limits of the regular school hours.

463 ARTICLE T.

FINALITY AND EFFECT OF AGREEMENT

464
465 This Agreement supersedes all previous agreements between the employer and the
466 Association or any employee, unless expressly stated to the contrary herein, and constitutes
467 the entire agreement between the parties, and concludes collective negotiations for its term.
468 The parties acknowledge that during the negotiations which resulted in this Agreement, each
469 had the unlimited right and opportunity to make demands and proposals with respect to any
470 subject or matter not removed by law from the area of collective negotiation and that the
471 understandings and agreements arrived at by the parties after the exercise of that right and
472 opportunity are set forth in this Agreement. Therefore, the employer and the Association,
473 for the life of this Agreement, each voluntarily and unqualifiedly waives any right which
474 might otherwise exist under law to negotiate over any matter during the term of this
475 Agreement, and each agrees that the other shall not be obligated to bargain collectively with
476 respect to any subject or matter referred to, or covered in, this Agreement or with respect to
477 any subject not specifically referred to, or covered in, this Agreement, even though such
478 subject or matter may not have been within the knowledge of both of the parties at the time
479 that they negotiated or signed this Agreement.
480

481 ARTICLE U:

482
483 All staff receiving school passes to activities will be assigned one work session at an
484 extracurricular event before any staff is assigned a second assignment.
485

486 Additional Pay: Coaches or sponsors driving to activities will be paid the greater of \$15.00
487 or regular driving pay.
488

489 ARTICLE BB REOPENER OF SALARY AND BENEFITS

490
491 Based on the financial condition of the district, either party can make a written request to
492 open salary/benefit negotiations for the final contract year.
493

494 ARTICLE CC LANGUAGE ISSUES

495
496 Language issues in year two or three will not go through official negotiated time lines. For
497 any language issues in year two and three, letters of agreement will be drawn if issues occur.
498
499
500

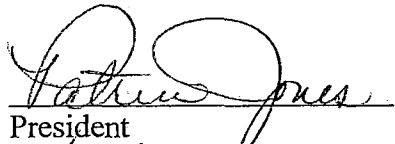
DURATION

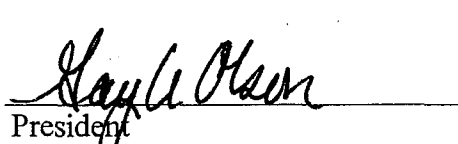
This Agreement shall be effective as of 1 July 2005, and shall continue in effect until 30 June 2008 for salary (A/B) and benefits.

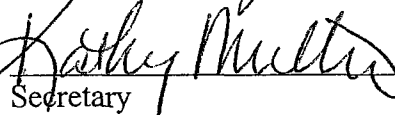
This Agreement is signed this 12 day of April, 2005
In Witness thereof:

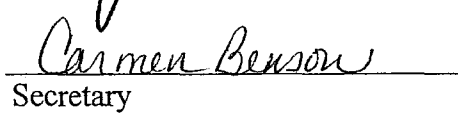
Education Association:

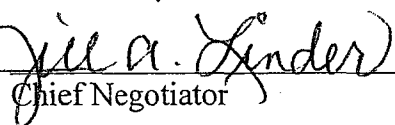
School District:

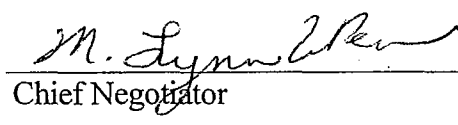

President


President


Secretary


Secretary


Chief Negotiator


Chief Negotiator

INCENTIVE PAY 2006-2008

A. Years of experience:(max. of 20)

5-9 yrs.	1 point
10-14 yrs.	2 points
15-19 yrs.	5 points
20-24 yrs.	10 points
25-30 yrs.	15 points
30+ yrs.	20 points

B. Evaluation: (max. of 10)

Student evaluation	2 points
Parent communication	3 points
Peer evaluation	5 points

C. Attendance: (max. of 3)

0-5 absences	3 points
6-10 absences	2 points
11-15 absences	1 point
over 15	0 points

D. Committee Membership:(max. of 2) (must be actively involved)

1 District committee	1 point
1 Community committee	1 point

The above is the distribution for incentive pay points for the 2006-2008 school years. The points and components will be discussed and determined each year and adjustments made accordingly. Points will be pro-rated for part-time employees.

SALARY SCHEDULE A

WINFIELD MT UNION 2005-2006

BASE = \$24,525

BA LANES

MA LANES

EXP	BA	10	20	MA	10	20	30	EXP
0	\$ 24,525	\$ 25,506	\$ 26,487	\$ 27,713	\$ 28,449	\$ 29,185	\$ 30,166	0
1	\$ 25,506	\$ 26,487	\$ 27,468	\$ 28,694	\$ 29,430	\$ 30,166	\$ 31,147	1
2	\$ 26,487	\$ 27,468	\$ 28,449	\$ 29,675	\$ 30,411	\$ 31,147	\$ 32,128	2
3	\$ 27,468	\$ 28,449	\$ 29,430	\$ 30,656	\$ 31,392	\$ 32,128	\$ 33,109	3
4	\$ 28,449	\$ 29,430	\$ 30,411	\$ 31,637	\$ 32,373	\$ 33,109	\$ 34,090	4
5	\$ 29,430	\$ 30,411	\$ 31,392	\$ 32,618	\$ 33,354	\$ 34,090	\$ 35,071	5
6	\$ 30,411	\$ 31,392	\$ 32,373	\$ 33,599	\$ 34,335	\$ 35,071	\$ 36,052	6
7	\$ 31,392	\$ 32,373	\$ 33,354	\$ 34,580	\$ 35,316	\$ 36,052	\$ 37,033	7
8	\$ 32,373	\$ 33,354	\$ 34,335	\$ 35,561	\$ 36,297	\$ 37,033	\$ 38,014	8
9	\$ 33,354	\$ 34,335	\$ 35,316	\$ 36,542	\$ 37,278	\$ 38,014	\$ 38,995	9
10	\$ 34,335	\$ 35,316	\$ 36,297	\$ 37,523	\$ 38,259	\$ 38,995	\$ 39,976	10
11		\$ 36,297	\$ 37,278	\$ 38,504	\$ 39,240	\$ 39,976	\$ 40,957	11
12		\$ 36,297	\$ 38,259	\$ 39,485	\$ 40,221	\$ 40,957	\$ 41,938	12
13		\$ 36,297	\$ 39,240	\$ 40,466	\$ 41,202	\$ 41,938	\$ 42,919	13
14			\$ 39,240	\$ 41,447	\$ 42,183	\$ 42,919	\$ 43,900	14

LONG

\$39,976

\$42,183

\$42,919

\$43,655

LONG AMOUNT

\$736.00

\$736.00

\$736.00

\$736.00

WINFIELD MT UNION 2006-2007

BASE = \$24,825

BA LANES

MA LANES

EXP	BA	10	20	MA	10	20	30	EXP
0	\$ 24,825	\$ 25,818	\$ 26,811	\$ 28,052	\$ 28,797	\$ 29,542	\$ 30,535	0
1	\$ 25,818	\$ 26,811	\$ 27,804	\$ 29,045	\$ 29,790	\$ 30,535	\$ 31,528	1
2	\$ 26,811	\$ 27,804	\$ 28,797	\$ 30,038	\$ 30,783	\$ 31,528	\$ 32,521	2
3	\$ 27,804	\$ 28,797	\$ 29,790	\$ 31,031	\$ 31,776	\$ 32,521	\$ 33,514	3
4	\$ 28,797	\$ 29,790	\$ 30,783	\$ 32,024	\$ 32,769	\$ 33,514	\$ 34,507	4
5	\$ 29,790	\$ 30,783	\$ 31,776	\$ 33,017	\$ 33,762	\$ 34,507	\$ 35,500	5
6	\$ 30,783	\$ 31,776	\$ 32,769	\$ 34,010	\$ 34,755	\$ 35,500	\$ 36,493	6
7	\$ 31,776	\$ 32,769	\$ 33,762	\$ 35,003	\$ 35,748	\$ 36,493	\$ 37,486	7
8	\$ 32,769	\$ 33,762	\$ 34,755	\$ 35,996	\$ 36,741	\$ 37,486	\$ 38,479	8
9	\$ 33,762	\$ 34,755	\$ 35,748	\$ 36,989	\$ 37,734	\$ 38,479	\$ 39,472	9
10	\$ 34,755	\$ 35,748	\$ 36,741	\$ 37,982	\$ 38,727	\$ 39,472	\$ 40,465	10
11		\$ 36,741	\$ 37,734	\$ 38,975	\$ 39,720	\$ 40,465	\$ 41,458	11
12		\$ 36,741	\$ 38,727	\$ 39,968	\$ 40,713	\$ 41,458	\$ 42,451	12
13		\$ 36,741	\$ 39,720	\$ 40,961	\$ 41,706	\$ 42,451	\$ 43,444	13
14			\$ 39,720	\$ 41,954	\$ 42,699	\$ 43,444	\$ 44,437	14

LONG

\$40,465

\$42,699

\$43,444

\$44,189

LONG AMOUNT

\$745.00

\$745.00

\$745.00

\$745.00

WINFIELD MT UNION 2007-2008

BASE = \$25,115

BA LANES

MA LANES

EXP	BA	10	20	MA	10	20	30	EXP
0	\$ 25,115	\$ 26,120	\$ 27,124	\$ 28,380	\$ 29,133	\$ 29,887	\$ 30,891	0
1	\$ 26,120	\$ 27,124	\$ 28,129	\$ 29,385	\$ 30,138	\$ 30,891	\$ 31,896	1
2	\$ 27,124	\$ 28,129	\$ 29,133	\$ 30,389	\$ 31,143	\$ 31,896	\$ 32,901	2
3	\$ 28,129	\$ 29,133	\$ 30,138	\$ 31,394	\$ 32,147	\$ 32,901	\$ 33,905	3
4	\$ 29,133	\$ 30,138	\$ 31,143	\$ 32,398	\$ 33,152	\$ 33,905	\$ 34,910	4
5	\$ 30,138	\$ 31,143	\$ 32,147	\$ 33,403	\$ 34,156	\$ 34,910	\$ 35,914	5
6	\$ 31,143	\$ 32,147	\$ 33,152	\$ 34,408	\$ 35,161	\$ 35,914	\$ 36,919	6
7	\$ 32,147	\$ 33,152	\$ 34,156	\$ 35,412	\$ 36,166	\$ 36,919	\$ 37,924	7
8	\$ 33,152	\$ 34,156	\$ 35,161	\$ 36,417	\$ 37,170	\$ 37,924	\$ 38,928	8
9	\$ 34,156	\$ 35,161	\$ 36,166	\$ 37,421	\$ 38,175	\$ 38,928	\$ 39,933	9
10	\$ 35,161	\$ 36,166	\$ 37,170	\$ 38,426	\$ 39,179	\$ 39,933	\$ 40,937	10
11		\$ 37,170	\$ 38,175	\$ 39,431	\$ 40,184	\$ 40,937	\$ 41,942	11
12		\$ 37,170	\$ 39,179	\$ 40,435	\$ 41,189	\$ 41,942	\$ 42,947	12
13		\$ 37,170	\$ 40,184	\$ 41,440	\$ 42,193	\$ 42,947	\$ 43,951	13
14			\$ 40,184	\$ 42,444	\$ 43,198	\$ 43,951	\$ 44,956	14

LONG

\$40,937

\$43,197

\$43,951

\$44,704

LONG AMOUNT

\$753.00

\$753.00

\$753.00

\$753.00

\$753.00

LONG INDEX

0.03

0.03

0.03

0.03

0.03

24525	2005-2006			
WMU SALARY SCHEDULE B				
		STEP 1	STEP 2	STEP 3
		1-5 yrs.	6-10 yrs.	>10 yrs.
FOOTBALL		\$3,188	\$3,434	\$3,679
BOYS BASKETBALL		\$3,188	\$3,434	\$3,679
GIRLS BASKETBALL		\$3,188	\$3,434	\$3,679
WRESTLING		\$3,188	\$3,434	\$3,679
VOLLEYBALL		\$3,188	\$3,434	\$3,679
BASEBALL		\$2,698	\$2,943	\$3,188
SOFTBALL		\$2,698	\$2,943	\$3,188
BOYS TRACK		\$2,207	\$2,453	\$2,698
GIRLS TRACK		\$2,207	\$2,453	\$2,698
CROSS COUNTRY		\$2,207	\$2,453	\$2,698
B/G GOLF		\$2,207	\$2,453	\$2,698
ASST. FOOTBALL		\$1,962	\$2,207	\$2,453
ASST. BOYS BASKETBALL		\$1,962	\$2,207	\$2,453
ASST. GIRLS BASKETBALL		\$1,962	\$2,207	\$2,453
ASST. WRESTLING		\$1,962	\$2,207	\$2,453
ASST. VOLLEYBALL		\$1,962	\$2,207	\$2,453
ASST. BASEBALL		\$1,962	\$2,207	\$2,453
ASST. SOFTBALL		\$1,962	\$2,207	\$2,453
ASST. GOLF		\$1,717	\$1,962	\$2,207
ASST. BOYS TRACK		\$1,717	\$1,962	\$2,207
ASST. GIRLS TRACK		\$1,717	\$1,962	\$2,207
SPEECH		\$1,472	\$1,717	\$1,962
JR. CLASS SPONSOR		\$1,226	\$1,472	\$1,717
MARCHING BAND		\$1,472	\$1,717	\$1,962
PEP BAND/JAZZ BAND		\$1,472	\$1,717	\$1,962
SWING CHOIR		\$1,472	\$1,717	\$1,962
J.H. FOOTBALL		\$1,472	\$1,717	\$1,962
J.H. BOYS BASKETBALL		\$1,472	\$1,717	\$1,962
J.H. GIRLS BASKETBALL		\$1,472	\$1,717	\$1,962
J.H. BOYS TRACK		\$1,472	\$1,717	\$1,962
J.H. GIRLS TRACK		\$1,472	\$1,717	\$1,962
J.H. WRESTLING		\$1,472	\$1,717	\$1,962
J.H. VOLLEYBALL		\$1,472	\$1,717	\$1,962
J.H. BASEBALL		\$1,472	\$1,717	\$1,962
J.H. SOFTBALL		\$1,472	\$1,717	\$1,962
ASST. JH VOLLEYBALL		\$1,226	\$1,472	\$1,717
ASST. JH BOYS BASKETBALL		\$1,226	\$1,472	\$1,717
ASST. JH GIRLS BASKETBALL		\$1,226	\$1,472	\$1,717
ASST. JH FOOTBALL		\$1,226	\$1,472	\$1,717
STUDENT COUNCIL		\$981	\$1,226	\$1,472
FOOTBALL CHEERLEADING		\$981	\$1,226	\$1,472
BASKETBALL CHEERLEADING		\$981	\$1,226	\$1,472
WRESTLING CHEERLEADING		\$981	\$1,226	\$1,472
ANNUAL SPONSOR		\$981	\$1,226	\$1,472
NEWSPAPER		\$736	\$981	\$1,226
SR. CLASS SPONSOR		\$736	\$981	\$1,226
DRAMA/MUSICAL DIRECTOR (A)		\$1,226	\$1,472	\$1,717
SOPH. CLASS SPONSOR		\$491	\$736	\$981
FRESH. CLASS SPONSOR		\$491	\$736	\$981
PEP CLUB SPONSOR		\$491	\$736	\$981
DRILL TEAM		\$491	\$736	\$981
EXTENDED HOME EC		\$2,061		
EXTENDED STAR PROGRAM		\$3,091		